

Table 1. Types of Skills Obsolescence.

Type of skills obsolescence	Depreciation of human capital by:
<i>Technical skills obsolescence</i> <ul style="list-style-type: none">• Wear• Atrophy	Natural ageing process, illness, or injury No or insufficient use of skills
<i>Economic skills obsolescence</i> <ul style="list-style-type: none">• Job-specific skills obsolescence• Skills obsolescence by sectoral shifts• Firm-specific skills obsolescence	New skill requirements due to developments in society Shrinking employment in occupation or economic sector External mobility
<i>Organizational forgetting</i>	The aggregate of wear of skills of individual workers, or quits of workers with firm-specific skills